

**WWLP**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2010 - November 21, 2011**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Promotion Writer/Producer	2-7, 9-10, 13, 15-18, 21-26, 28-29, 31-33, 35-36, 39-40, 43-48, 51-54, 57-61, 63-71, 73-76, 78, 80-81, 83-84	84
Sales Account Executive	1-12, 14-15, 17-35, 37-39, 41-42, 44-50, 53-58, 60-70, 72-76, 78-82, 84-85	84
Sales Account Executive	1-12, 14-15, 17-35, 37-39, 41-42, 44-50, 53-58, 60-70, 72-76, 78-82, 84-85	82
Sales Account Executive	1-12, 14-15, 17-35, 37-39, 41-42, 44-50, 53-58, 60-70, 72-76, 78-82, 84-85	82
Digital Account Executive	1-12, 14-15, 17-19, 21-35, 39, 41, 44-50, 53-58, 60-65, 67-70, 72-76, 78-81, 84	11
Master control operator	1-10, 12, 14-15, 17-26, 29-35, 39, 41, 44-46, 48, 50, 53-58, 60-65, 67-70, 72-81, 84	84
Mass Appeal Host/Producer	1-10, 12, 14-15, 17-24, 26, 29-35, 39, 41, 44-46, 48, 50, 53-58, 60-65, 67-70, 72-76, 78-81, 84	20
Account Executive	1-10, 12, 14-15, 17-24, 26, 29-35, 39, 41, 44-46, 48-50, 53-58, 60-65, 67-70, 72-76, 78-81, 84	20
Photographer/Editor/Live Truck Operator	1-10, 12, 14-15, 17-19, 21-24, 26-27, 29-35, 39, 41, 44-46, 48, 50, 53-58, 60-64, 67-70, 72-76, 78-81, 84	63
Master control operator	1-10, 12, 14-15, 17-24, 26, 29-35, 39, 41, 44-46, 48, 50, 53-58, 60, 62-65, 67-70, 72-81, 84	20

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AIC 1000 State Street Box 7A Springfield, Massachusetts 01109 Phone : 413-205-3237 Email : Fax : Manual posting Bunthany Thap  Prong 2 Start Date: 1/27/2011	Y	0
2	AIC Afro-Am Cultural Center 1000 State Street Box 7 Springfield, Massachusetts 01109 Phone : 413-205-3941 Email : will.hughes@aic.edu Fax : 1--- Will Hughes	Y	0
3	Bay Path College 588 Longmeadow Street Longmeadow, Massachusetts 01106 Phone : 413-565-1000 Email : Fax : 1-413-565-1101 Angela Derouin	Y	0
4	Berkshire Community College 1350 West Street Pittsfield, Massachusetts 01201 Phone : 413-499-4660 Email : Fax : 1-413-499-4576 Geoffrey Tabor	Y	0
5	Boston University King Center 19 Deerfield Street Boston, Massachusetts 02215 Phone : 617-353-2650 Email : Fax : Manual posting David McDonough	Y	0

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6	Brandeis University 415 South Street Waltham, Massachusetts 02454 Phone : 781-736-3614 Email : Fax : 1-781-736-3622 Career Services	Y	0
7	Bristol Community College 777 Elsbree Street Fall River, Massachusetts 02720 Phone : 508-678-2811 Email : Fax : 1-508-730-3278 Career Services	Y	0
8	Bunker Hill Community College 250 New Rutherford Avenue Boston, Massachusetts 02129 Phone : 617-228-2245 Email : Fax : Manual posting Jacqueline Kiddy  Prong 2 Start Date: 1/10/2011	Y	0
9	Cambridge College 570 Cottage Street Springfield, Massachusetts 01104 Phone : 413-747-0204 Email : Fax : 1-413-747-0613 Shauna Williams	Y	0
10	Cape Cod Community College 2240 Iyanough Road West Barnstable, Massachusetts 02668 Phone : 508-362-2131 Email : thuff@capecod.edu Fax : 1--- Career Services	Y	0

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11	Careerbuilder.com 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Email : Fax : Manual posting Career Builder Job Seeker	N	5
12	Center for Human Development 332 Birnie Avenue Spfld, Massachusetts 01107 Phone : 413-733-6624 Email : Fax : 1-413-746-4657 Michelle Jarvis	Y	0
13	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 408-988-6395 Email : Fax : Manual posting Jim Buckmaster	N	0
14	CT School of Broadcasting Media Park 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Email : csbfarmington@gocsb.com Fax : 1-860-677-7577 H.M. Tenney, III	Y	0
15	CT School of Broadcasting 80 Ferry Boulevard Stratford, Connecticut 06497 Phone : 203-378-5155 Email : csbstratford@gocsb.com Fax : 1-203-378-4330 Annie Taylor	Y	0
16	Current Employee	N	1

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17	Dunbar Community Center 33 Oak Street Springfield, Massachusetts 01109 Phone : 413-788-6143 Email : Fax : 1-413-781-8233 Ciciel Stamp	Y	0
18	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Email : Fax : Manual posting Kara Jessup  Prong 2 Start Date: 1/10/2011	Y	0
19	Emmy Online NATAS 300 Market Street, 2nd Floor Boston, Massachusetts 02135 Phone : Email : Fax : Manual posting Jill Jones	N	0
20	Employee Referral Karl Konopka	N	6
21	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Email : Fax : 1-978-927-0084 Liz Atilano	Y	0
22	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Email : hcarpenter@fisher.edu Fax : 1--- Heather Carpenter	Y	0

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23	Greater Spfld. Chamber of Commerce 1441 Main Street #111 Spfld, Massachusetts 01103 Phone : 413-787-1555 Email : Fax : 1-413-731-8530 Laurie Brunelle	Y	0
24	H.A.B. 705 75 South Manhein Boulevard Suite 9 New Paltz, New York 12561 Phone : 914-257-3165 Email : Fax : 1-845-257-2947 Christine Daly	Y	0
25	Hampshire College P.O. Box 3040 Amherst, Massachusetts 01002 Phone : 413-559-5385 Email : Fax : 1-413-559-5695 Andrea Wright	Y	0
26	Holyoke Community College 322 Kittredge Business Center 303 Homestead Avenue Holyoke, Massachusetts 01040 Phone : 413-552-2361 Email : rpowers@hcc.edu Fax : 1--- Richard Powers	Y	0
27	Indeed.com	N	5
28	Indian Orchard CIT Council 117 Main Street Indian Orchard, Massachusetts 01151 Phone : 413-543-3172 Email : kareniocc@aol.com Fax : 1-413-543-1925 Karen Leger	Y	0

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29	LIN TV Posting One West Exchange St Suite 5A Providence, Rhode Island Phone : 401-457-9422 Email : WWLP_TV@linmedia.com Fax : 1--- Claudia Balcewicz	N	2
30	Lost Remote Job Thread, Inc. 295 Greenwich Street #235 New York, New York 10007 Phone : Email : Fax : Manual posting N/A N/A	N	0
31	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Email : Fax : 1-413-746-5646 Brenda Frye	Y	0
32	Mass. Career Development Institute 140 Wilbraham Avenue Springfield, Massachusetts 01109 Phone : 413-781-5640 Email : ana@map.com Fax : 1-413-781-3482 Dino Innarelli	Y	0
33	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone : 413-664-4511 Email : Fax : Manual posting Career Services	Y	0

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34	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Email : Fax : Manual posting Jordan Walton  Prong 2 Start Date: 1/10/2011	Y	1
35	Mayor's Community on Women City Hall Plaza Boston, Massachusetts 02201 Phone : 617-635-4000 Email : bostonwomen@cityofboston.gov Fax : 1--- Marie Turley	Y	0
36	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
37	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-648-5204 Email : Fax : Manual posting Mark @medialine	N	0
38	Monster.com	N	1
39	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Fax : 1--- Greg Johnson	Y	0



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40	NAACP - Merrimack Valley 599 Canal Street Lawrence, Massachusetts 01840 Phone : 508-975-5177 Email : Fax : Manual posting Bill Torrence	Y	0
41	NAACP - Norwich Branch 262 Main Street Norwich, Connecticut 06360 Phone : 860-886-1686 Email : president@norwichbranchnaacp.org Fax : 1-860-892-1061 Jacqueline Owens	Y	0
42	National Academy of Television Arts & Sciences 300 Market Street Brighton, Massachusetts 02135 Phone : 617-787-6576 Email : Fax : Manual posting Robert Valenti	N	0
43	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-772-7144 Job Bank	N	0
44	New Directions 181 Hillman Street New Bedford, Massachusetts Phone : 508-979-1616 Email : cleary@newdirectionsct.org Fax : 1-508-979-1656 Jessie Ealy	Y	0
45	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Email : Fax : Manual posting Pat Blakemore	Y	0

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46	New North Citizens Council 2383 Main Street Spfld, Massachusetts 01107 Phone : 413-746-4885 Email : Fax : 1-413-737-2321 James Mayon	Y	0
47	New School of Radio & Television 7 Harriman Campus Bldg. #7 Albany, New York 12206 Phone : 518-438-7682 Email : Fax : 1-518-438-3603 Career Services	Y	0
48	Our Lady of the Elms College 291 Springfield Street Chicopee, Massachusetts 01013 Phone : 413-594-2761 Email : Fax : 1-413-594-6699 Marsha Eagleson	Y	0
49	Outside Referral Brenda Garton	N	5
50	Partners for Community 11-13 Hampden Street Spfld, Massachusetts 01103 Phone : 413-272-2200 Email : Fax : 1-413-731-5399 N/A N/A	Y	0
51	Penn State University-College of Comm. University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : kab295@psu.edu Fax : 1--- Joseph Selden	Y	0
52	Private Industry Council 1441 Main Street #136 Springfield, Massachusetts 01103 Phone : Email : Fax : Manual posting Career Services	Y	0

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53	Puerto Rican Cultural Center 38 School Street Springfield, Massachusetts 01107 Phone : 413-737-7450 Email : irodriguez@prccma.org Fax : 1-413-737-1305 Ileana Rodriguez	Y	0
54	Puerto Rican Veteran's Assoc. P.O. Box 70185 Springfield, Massachusetts 01107 Phone : 413-731-0194 Email : Fax : 1-413-736-2008 Gumersino Gomez	Y	0
55	Radio & Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Email : Fax : Manual posting April McLynn	N	0
56	Rhode Island College 600 Mount Pleasant Avenue Providence, Rhode Island 02908 Phone : 401-456-8031 Email : Fax : Manual posting Linda Kent Davis  Prong 2 Start Date: 1/10/2011	Y	0
57	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Phone : Email : Fax : 1-617-541-5365 Career Services	Y	0

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58	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-584-2700 Email : Fax : 1-413-585-2596 Career Services	Y	0
59	Society Of Professional Journalists Eugene S.Pulliam National Journalist center 3909 N. Meridian Street Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : jgrimes@spj.org Fax : 1-317-920-4789 Julie Grimes	N	0
60	South End Citizens Council 507 Main Street Springfield, Massachusetts 01105 Phone : 413-732-5105 Email : Fax : 1-413-732-6820 Angelina Florian	Y	0
61	South End Community Center 29 Howard Street Springfield, Massachusetts 01105 Phone : 413-788-6173 Email : Fax : 1-413-737-0635 Donic Garreffa	Y	0
62	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Email : Fax : 1-413-263-6511 Career Services	N	0
63	Springfield College 263 Alden Street Springfield, Massachusetts 01109 Phone : 413-748-3000 Email : marypilch@spfldcol.edu Fax : 1-413-748-3022 Mary Pilch	Y	1

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64	Springfield Tech. Community College Coop. Education/Career Services & Transfer Affairs P.O. Box 9000, Suite 1 Springfield, Massachusetts 01102-9000 Phone : 413-755-4464 Email : pjwhite@stcc.edu Fax : 1--- PJ White	Y	1
65	Springfield YMCA 275 Chestnut Street Springfield, Massachusetts 01104 Phone : 413-739-6951 Email : Fax : 1-413-736-4869 Corinne Cremonti	Y	0
66	SUNY - Communication 101 Broad Street Yokum Hall Plattsburgh, Pennsylvania 12901 Phone : 518-564-2285 Email : Fax : 1-518-564-5060 Dr. Jin Kim	Y	0
67	Temple University 1601 North Broad Street Room 109 USB Philadelphia, Pennsylvania 19122 Phone : 215-204-7303 Email : Fax : Manual posting Sandra Foehl	Y	0
68	The New Eng. Institute of Art 10 Brookline Place West Brookline, Massachusetts 02445 Phone : 617-582-4414 Email : jgarrick@aia.edu Fax : 1--- Judy Garrick	Y	0
69	Trinity College 303 Summit Street Hartford, Connecticut 06106 Phone : 860-297-2000 Email : Fax : 1-860-297-5378 Lanna Hagge	Y	0

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70	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Email : kjames@txcc.commnet.edu Fax : 1--- Kim James	Y	0
71	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
72	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : Fax : Manual posting TVJobs tvjobs	N	1
73	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Email : Fax : Manual posting Sharon Jefferson	Y	0
74	Urban League of Greater Hartford P.O. Box 320590 Hartford, Connecticut 06132 Phone : 860-527-0147 Email : bsievers@ulgh.org Fax : 1--- Bruce Sievers	Y	0
75	Urban League of Southwest Connecticut 46 Atlantic Street Stamford, Connecticut 06901 Phone : 203-327-5810 Email : Fax : 1-203-406-0008 Patricia Tartaglia	Y	0

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76	Urban League of Springfield, Inc. 756 State Street Springfield, Massachusetts 01109 Phone : 413-739-7211 Email : Fax : 1-413-732-9364 Andrew Cade	Y	0
77	Walk-In	N	2
78	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Email : Fax : Manual posting Deborah Pace  Prong 2 Start Date: 4/28/2011	Y	0
79	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Email : Fax : Manual posting Maureen McCartney	Y	0
80	Williams College Stetson Hall Williamstown, Massachusetts 01267 Phone : 413-597-2311 Email : occ@williams.edu Fax : 1--- Career Services	Y	0
81	Work Opportunity Center, Inc. P.O. Box 3040 Agawam, Massachusetts 01001 Phone : 413-786-8830 Email : rwwoc@yahoo.com Fax : 1-413-789-6771 Richard Wright	Y	0
82	WWLP On-Air Advertisement Anna Giza	N	6
83	WWLP's Internal Job Bulletin Board Kathy Stewart	N	1

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84	WWLP-website One Broadcast Center Chicopee, Massachusetts 01013 Phone : 413-37-2235 Email : Fax : Manual posting Kathy Stewart  Prong 2 Start Date: 1/27/2011	Y	19
85	WWLP.com	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>60</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	3/16/2011	Participation in events or programs sponsored by educational institutions	Job Shadowing - WWLP hosted a Junior Achievement Job Shadow Day with approx. 25 students from Springfield School of Science & Technology.	3	Mike Garreff News Director John Baran Station Manager Anna Giza Promotion Director	0.25
2	4/13/2011	Participation in events or programs sponsored by educational institutions	April 13, 2011 we hosted a Russian exchange student from Amherst Regional High School for a job shadow day.	1	Adam Strzempko Meteorologist	0.25
3	4/13/2011	Participation in events or programs sponsored by educational institutions	Tour given to students enrolled at Western New England University - television production class. Careers in television were discussed.	1	Anna Giza Promotion Director	0.25
4	4/14/2011	Participation in events or programs sponsored by educational institutions	West Springfield Middle School Unified Arts 8th Grade Career Fair - One of our meteorologists participated in a career fair at West Springfield Middle School. He spoke to students about being a meteorologist and about pursuing a career in TV.	1	Adam Strzempko Meteorologist	0.25
5	4/15/2011	Participation in Job Fairs	AP/RTNDA Career Job Fair (Boston) - Mike Garreff, News Director, (who has substantial responsibility in the making of hiring decisions), participated in the AP/RTNDA Career Job Fair in Boston.	1	Mike Garreff News Director	0.25
6	4/20/2011	Participation in events sponsored by community groups	Business Seminar for Youth 2011 – WWLP sponsored and participated in the Massachusetts Latino Chamber of Commerce with their “Business Seminar for Youth 2011”.	1	Anna Giza Promotion Director	0.25
7	8/3/2011	Participation in Job Fairs	NABJ Annual Convention/Career Fair - LIN Media participated in and represented its stations, including WWLP, at the NABJ Career Fair held in Philadelphia from Aug. 3–7, 2011.	1	Dee Sendrowski HR Director	0.25
8	11/16/2011	Participation in scholarship programs	Valley Press Club - The purpose of the Valley Press club is to improve the standards of journalism and to promote the best ideals of journalism. Each year the Valley Press Club awards five students planning to study journalism in college with \$1,000 scholarships.	1	Bill Pepin GM	1.00

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9	11/16/2011	Establishment of an intern program designed to assist members of the community	WWLP maintains an ongoing internship program with area colleges and universities including UMass-Amherst, Westfield State University, Western New England University, Elms College, etc. All internships are done for credit and under the auspices of a school of higher learning. Internships are done in Production, News, Promotion, etc. Internships are done during a semester or in the summer.	1	Bill Pepin GM	1.00
10	11/16/2011	Listing of each upper-level category opening in a job bank or newsletter	Job Postings - Again this year, WWLP has been notifying Massachusetts Broadcasters Association, National Academy of Television Arts & Sciences, Medialine.com, TVJobs.com, etc. whose membership includes substantial participation of women and minorities, of each upper level category job opening.	1	Kathy Stewart EEO Coordinator/Exec Asst	1.00
11	11/16/2011	Establishment of training programs for station personnel	LIN Media BA Summit - During May 2011, LIN's Business Administrators convened in Providence, RI to receive training on financial systems, employment relations, tax and finance issues and other matters. This training will enable the Business Administrators to attain higher level positions in the company and/or broadcast industry.	2	Lisa Hansen Reg. Bus. Mgr. Sue Cecchetelli Bus. Coordinator	1.00
12	11/16/2011	Participation in scholarship programs	Massachusetts Broadcasters Association - In 2011, WWLP participated as an active member of the Massachusetts Broadcasters Association Scholarship program. The scholarships are awarded annually in the amount of \$2,000 to students pursuing a career in broadcasting and are enrolled in a broadcast program in a two year or four year accredited school.	1	Bill Pepin GM	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>6.75</b>